

**Pearl Meyer**

# 2025 Hospitals and Health Systems Executive Compensation and Benefits Survey

The Hospitals and Health Systems Executive Compensation and Benefits Survey can help you attract and retain top talent.



## Hospitals and Health Systems Executive Compensation and Benefits Survey

Pearl Meyer's Hospitals and Health Systems Executive Compensation and Benefits Survey provides you the depth of data you need to evaluate your top executive compensation and benefits practices for 31 executive positions.



### Comprehensive

- + Approximately 1,000 Executives
- + Exclusive insight into Peer Compensation and Benefits Practices



### Credible

- + 31 top executive positions
- + 106 Hospitals and Health Systems
- + Rigorous Quality Assurance Process



### Customized

- + Dedicated account manager
- + Online tools for easy data submission and analysis

The Hospitals and Health Systems Executive Compensation and Benefits Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.

Survey results validate your compensation strategy and enable you to:

- + Analyze compensation trends by Net Patient Revenue, Full Time Equivalent Employees and Total Bed Count.
- + Understand if your organization's salaries and bonuses are competitive in relation to your peers.
- + Isolate key pieces of data based on your unique needs.



## Comprehensive

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

- + Base Salary and Total Cash
- + Short- and Long-Term Incentives
- + Paid Time Off
- + Total Cost of Benefits
- + Basic and Supplemental Life Insurance
- + Long Term Disability Insurance
- + Contract Plan information
- + Severance Plans

**Chief Executive Officer - Single Hospital or System**  
Common titles include President, Administrator, Executive Director. Responsible for planning, directing, coordinating and controlling the overall operations of the organization and subsidiaries. Directs short and long-range functions including development of goals, objectives and strategic plans. Reports to a Board of Directors/Trustees.

**Participant Reported Degree of Job Match**

Less Than	Close Match	More Than
0.0%	99.9%	1.4%

**Total Net Patient Revenue**

**Chief Executive Officer - Single Hospital or System**

Total Hops	Region	Count	Stat	Average	25th	50th	75th
ALL	11	11	Base Salary	\$331,424	\$254,561	\$299,000	\$395,827
			Total Cash	\$340,572	\$269,656	\$299,000	\$416,462
Midwest	1	1	Base Salary	--	--	--	--
			Total Cash	--	--	--	--
< \$50M	Northeast	2	Base Salary	--	--	--	--
			Total Cash	--	--	--	--

**PTO Plan Information**

**PTO Plan Type**

	Total Number Reporting	Single Pool of Days	Separate Vacation & Sick Days	Other
Chief Executive Officer - Single Hospital or System	40	58.3%	30.0%	11.7%
Chief Executive Officer - Hospital Within Multi-Hospital System	10	70.0%	10.0%	20.0%
Chief Operating Officer	32	59.4%	26.1%	12.5%
Chief Administrative Officer	19	47.4%	21.1%	31.0%
Chief Financial Executive	58	58.6%	22.4%	19.0%
Vice President of Finance	26	50.0%	19.2%	30.8%
Top Strategic Planning & Business Development Executive	16	56.3%	18.8%	25.0%
Top Marketing and Communications Executive	28	53.6%	35.7%	10.7%

## Access to Detailed Data

106

Participating Institutions

31

Positions

1K+

Executives

### Key Data Reported:

- + Base Salary and Total Cash
- + Short Term Incentives
- + Benefits Information

## Job Positions

Chief Administration Officer  
 Chief Executive Officer - Hospital Within Multi-Hospital System  
 Chief Executive Officer - Single Hospital or System  
 Chief Financial Executive  
 Chief Operating Officer  
 Corporate Compliance Officer  
 Legal Counsel  
 Top Ambulatory Executive  
 Top Digital Executive  
 Top Diversity, Equity & Inclusion Executive

Top Fund Development Executive  
 Top Human Resources Executive  
 Top Information Systems Executive  
 Top Innovation Executive  
 Top Integration Executive  
 Top Marketing and Communication Executive  
 Top Medical Affairs Executive (Physician Only)  
 Top Nursing Services Executive  
 Top Patient Care Services Executive  
 Top Patient Experience Executive  
 Top Physical Facilities Executive

Top Physician Services Executive  
 Top Population Health Executive  
 Top Professional Services Executive  
 Top Public Relations Executive  
 Top Quality and Risk Management Executive  
 Top Revenue Cycle Executive  
 Top Strategic Planning and Business Development Executive  
 Top Supply Chain Executive  
 Top Support Services Executive  
 Vice President of Finance

## Who Participates?

Join 106 institutions who rely on our in-depth data to make critical compensation decisions.

### 2024 List of Participants

Adirondack Health	Harris Health System	Punxsutawney Area Hospital
Androscoggin Valley Hospital	Heritage Valley Health System	Putnam General Hospital
Arbor Health Morton Hospital	Holyoke Medical Center, Inc.	Roane General Hospital
Arnot Health	Holzer Health System	Samaritan Health
Auburn Community Hospital	Houston Healthcare	Saratoga Hospital
Austen Riggs Center	Huggins Hospital	Shenandoah Memorial Hospital
Bacon County Hospital and Health System	Intermountain Healthcare	Sheppard Pratt Health System
Bassett Healthcare	Marshall Health Network	South County Health
Berkshire Health Systems	Memorial Hospital and Manor	Speare Memorial Hospital
Berkshire Medical Center	Michigan Medicine	St. Mary's Healthcare – Amsterdam
Blount Memorial Hospital	Miners Colfax Medical Center	St. Mary's Medical Center
Bon Secours Mercy Health	Mohawk Valley Health System	The MetroHealth System
Bristol Health	Monadnock Community Hospital	TidalHealth
Carthage Area Hospital	Mount Desert Island Hospital	TidalHealth Nanticoke
Cascade Medical Center	Mount Nittany Health	Tift Regional Health System
Central Maine Healthcare	Nashville General Hospital at Meharry	UC Health
Claxton-Hepburn Medical Center	Nathan Littauer Hospital	Union General Hospital System
Clifton-Fine Hospital	New London Hospital	Upper Connecticut Valley Hospital
Colquitt Regional Medical Center	North Country HealthCare	Upstate University Hospital
Columbia Memorial Hospital - NY	OCH Regional Medical Center	UVMHN Alice Hyde Medical Center
Columbia Memorial Hospital - Oregon	Ohio Health Corporation	UVMHN Champlain Valley Physicians Hospital
Community Memorial Hospital (NY)	Oneida Healthcare Systems	UVMHN Elizabethtown Community Hospital
Crouse Health	Oswego Health	Valley Health
Dartmouth Health	Page Memorial Hospital	Valley Regional Hospital
Davis Health System	Pana Community Hospital	Wallowa Memorial Hospital
Deborah Heart & Lung Center	Penn Highlands Brookville	War Memorial Hospital
Donalsonville Hospital	Penn Highlands Clearfield	Ward Memorial Hospital
Ellis Medicine	Penn Highlands Connellsville	Warren General Hospital
Evangelical Community Hospital	Penn Highlands DuBois	Warren Memorial Hospital
Glens Falls Hospital	Penn Highlands Elk	Wayne Memorial Health System
Grace Cottage Hospital	Penn Highlands Healthcare	Weeks Medical Center
Grande Ronde Hospital	Penn Highlands Huntingdon	Winchester Medical Center
Granville Health System	Penn Highlands Mon Valley	Witham Health Services
Gunnison Valley Health	Penn Highlands Tyrone	Wyoming County Community Hospital
Hamilton Health Care System	Perry Hospital	
Hampshire Memorial Hospital	Prosser Memorial Health	



## Cost-Effective

We offer an affordable solution to your survey data needs for a competitive price of just **\$795**.

### Hospitals and Health Systems Executive Compensation and Benefits Survey Pricing

No Cost	Survey Submission
\$795	Participating Organizations
\$2,500	Non – Participating Organizations

Participating institutions receive over 60% off

#### Survey Dates

Data Effective Date: 1/1/2025

Submission Due Date: 3/14/2025

Survey Results Published: Week of 6/2/2025

## Contact Us

To learn more about our Hospitals and Health Systems Executive Compensation and Benefits Survey or to participate, please contact our survey group at [survey@pearlmeyer.com](mailto:survey@pearlmeyer.com).

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several year of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

**By email:**

[survey@pearlmeyer.com](mailto:survey@pearlmeyer.com) or  
[benji.sheiffer@pearlmeyer.com](mailto:benji.sheiffer@pearlmeyer.com)

**By phone:**

ask for the survey group from our general number  
508-460-9600 or call Benji Sheiffer at (508) 630-1503.



**Rebecca Toman**  
Vice President,  
Survey Business Unit



**Nana Adu**  
Associate Account  
Manager



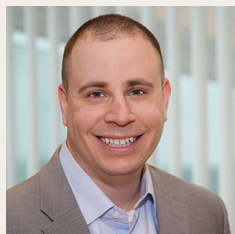
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**Veronika Valcheva**  
Survey Account Manager

## Why Pearl Meyer Surveys?

### Our Commitment to Quality

We are committed to providing you the highest standard of quality reporting. Our rigorous quality assurance process includes:

- + Review of quality assurance reports to help clarify input and identify discrepancies.
- + Thorough cross check of data; comparison to previous years' data; and identification of data outliers.

### Secure Data Submission and Confidentiality

The survey is administered using an excel template for the collection of incumbent job data and a secure online questionnaire for policies and practices data. Cyber security is a top priority for all hospitals/health systems, and you can have peace of mind knowing that our secure system ensures that your data will be uploaded into a safe environment and remain confidential.

Concerned about the confidentiality of your data and how it's shared in the survey results report?

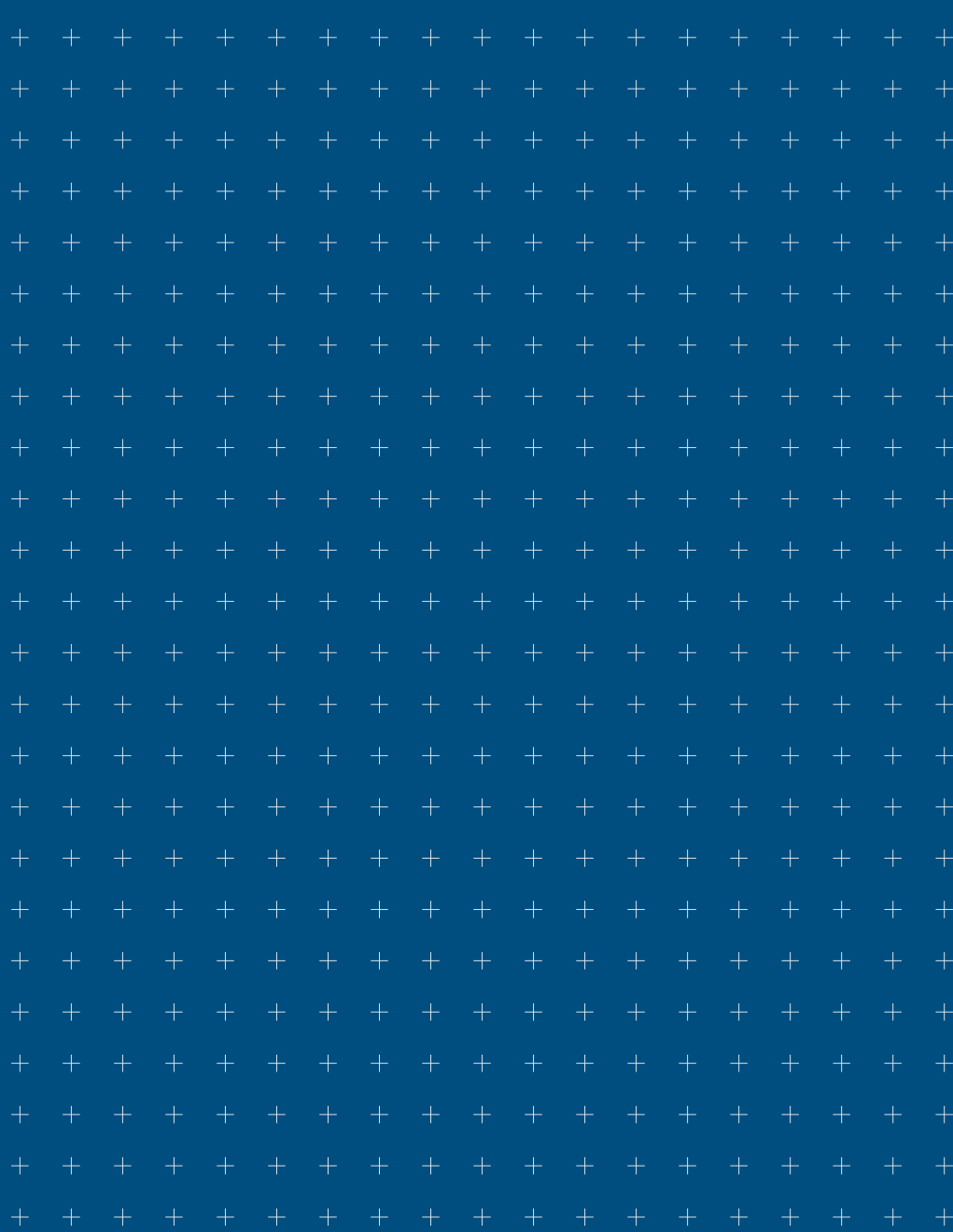
- + All data is reported in summary form only.
- + No data is reported for any job at any level where there are less than five institutions matching.

### About Pearl Meyer

[pearlmeyer.com](http://pearlmeyer.com) 

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.





For more information on Pearl Meyer,  
visit us at [www.pearlmeyer.com](http://www.pearlmeyer.com) or  
contact us at (212) 644-2300.

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